



**Board of Trustees Minutes  
Special Telephonic Meeting  
May 14, 2014**

Approved June 13, 2014

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**Present:**

Mr. Sid Morrison, Chair  
Mr. Dan Dixon  
Mr. Ron Erickson  
Mr. Glenn Johnson  
Ms. Amy McCoy  
Ms. Annette Sandberg

**Absent:**

Mr. Chris Liu  
Mr. Keith Thompson, Vice Chair

**Also present:**

Dr. James Gaudino, President  
Dr. Marilyn Levine, Provost/Vice President for Academic and Student Life  
Mr. George Clark, Vice President for Business and Financial Affairs  
Ms. Sherer Holter, Vice President for Operations  
Ms. Linda Schactler, Chief of Staff  
Mr. Stevan DeSoer, Chief Human Resources Officer  
Ms. Sandra Colson, Executive Assistant to the President and Board of Trustees

Chair Morrison convened the special telephonic meeting at 5:05 p.m. He confirmed that a quorum of the Board was present. The meeting agenda included two items on the agenda: 1) an information item on the Getz-Short project and 2) and action item on 2014 faculty tenure and promotion.

**Information – Getz-Short Project**

Sherer Holter, Vice President for Operations explained that the Getz-Short apartment complex is situated on University Way and consists of 1-bedroom and 2-bedroom units built in the late 1960s. In February, the Board delegated authority to proceed with a plan to demolish and rebuild these units.

Since that meeting, the university has evaluated all university budgets, in light of the failure of the legislature to provide either general state support or tuition authority in fiscal year 2015. Further review of the Getz-Short project determined that there is no urgent demand for this type of housing. There are, however, many other significant operational and capital needs that are unmet, which could better support our students and academic programs. Therefore, staff have recommend 1) suspending the project pending a thorough review of market demand for housing, and 2) dedicating a portion of the funding that had been earmarked for Getz-Short to urgent operational and capital needs.

Chair Morrison asked if there were any questions or comments from the Board and Mr. Erickson remarked that this plan made great sense. Mr. Johnson asked if there were plans for the existing building. Ms. Holter replied that a thorough review is being conducted while cabinet explores options for re-purposing the building. For example, the facility could provide space for operations, or student-life programs. Another option would be to demolish the buildings and landscape the area as a park until such time that the project can be re-initiated.

#### **Action – 2014 Faculty Tenure and Promotion**

Provost Marilyn Levine explained that RCW 28B.10.528 and CWU policy 1-80-010 state that it is the express duty of the Board of Trustees to make all appointments with tenure. Tenure guarantees continuous appointment within a specific university department. Promotion is the movement from one academic rank to the next, typically from assistant professor to associate professor or from associate professor to full professor. Each process is based on criteria that include faculty performance in teaching, scholarship, and service. The cascading criteria include university, college, and departmental standards, and five consecutive levels of review: department personnel committee, department chair, college personnel committee, dean, and provost, as outlined in articles 9.2 and 22.2 of the collective bargaining agreement.

This year, 30 faculty submitted their records to be considered for promotion and/or tenure. Of those, 10 percent were not recommended for promotion and/or tenure and will be in their terminal year of employment in academic year 2014-15. The faculty members recommended for tenure and/or promotion, effective September 16, 2014, are:

#### Faculty Promotions

Fabry- Asztalos, Levente, Chemistry, Professor  
Moore, Stephen, History, Professor  
Reimund, Mary Ellen, Law & Justice, Professor  
Wagner, R. Steven, Biological Sciences, Professor

#### Faculty Promotion and Tenure Granted

Belofsky, Gil, Chemistry, Assoc. Professor,  
Blaisdell, Gayla, Music, Assoc. Professor  
Brown, David, Theatre Arts, Assoc. Professor  
Dondji, Blaise, Biological Sciences, Assoc. Professor  
Dowd, Duane, Family & Consumer Sciences, Assoc. Professor  
Ge, Yingbin, Chemistry, Assoc. Professor  
Greenwald, Ralf, Psychology, Assoc. Professor  
Harrod, Michael, Sociology, Assoc. Professor  
Hudelson, John, Family & Consumer Sciences, Assoc. Professor  
Huerta, Audrey, Geological Sciences, Assoc. Professor  
Hunt, Vanessa, Science Education, Assoc. Professor  
Lee, Alejandro, World Languages, Assoc. Professor  
Lipton, Jennifer, Geography, Assoc. Professor  
Mattinson, Chris, Geological Sciences, Assoc. Professor  
Monosky, Keith, NEHS, Professor  
Perez, Mark, PESPH, Assoc. Professor  
Pringle, Charles, ETSC, Assoc. Professor  
Revels, Craig, Geography, Assoc. Professor

Ross, Molly, EFC, Assoc. Professor  
Trumpy, Robert, ITAM, Assoc. Professor

#### Faculty Tenure Granted

Olsen, Darren, Engineering Technology, Safety and Construction  
Whelan, Michael, Engineering Technology, Safety and Construction  
Young, Michael, Finance & Supply Chain Management

**Motion 14-21:** Ms. Sandberg presented a motion that the Board of Trustees of Central Washington University hereby approves faculty tenure and promotion as recommended by the Provost this day May 14, 2014. The motion was seconded by Mr. Dixon.

#### **Discussion:**

Mr. Morrison stated that the Board has been briefed on this process and that the university has gone through every requirement carefully. Mr. Erickson raised the issue of a perception that the Board rubber stamping these decisions and that granting tenure is, from a fiduciary standpoint, one of the most important decisions of the Board each year. He stated that he believes that that context for their decision must include more information than has been provided thus far, and said that the Board must have information before the end of the review process in order to avoid being “mouse trapped” into a decision.

Dr. Gaudino said that the tenure and review process takes place over six months, and involves multiple levels of review before faculty files are provided to the Provost. He noted that each portfolio includes copies of faculty scholarly works, teaching evaluations, and their service. Portfolios have typically been presented in multiple 6-inch, 3-ring binders.

By next year the university will have fully implemented a streamlined, online portfolio system that could more easily provide information to the board for review. Another option could be to prepare a summary packet on each candidate that would include the recommendation letters from each stage of the process. The President noted that it may take a year or two to identify the ideal amount of information to provide the Board.

Several board members asked whether CWU’s process was the norm and/or what is considered best practices. Mr. Johnson asked if a 10% denial rate was customary. Dr. Gaudino replied that while 10% is the usual rate for CWU, nationwide it can vary based on the type of institution. The rate of denied tenure is usually much higher at R-1 research institutions. He also noted that it is also standard practice for a faculty member to pursue other opportunities if they believe that they will not be tenured.

The Board is interested in further information about how other governing boards participate in promotion and tenure review; whether the board could require additional or different content in portfolios; and when the portfolio is considered closed. The Provost will take the lead in surveying our sister institutions and will contact the Association of Governing Boards to see if there are any data on this issue that may be shared with the trustees. The administration will also start providing more detail on faculty hired, and continued or not continued during the probationary period, which should also provide context to process.

Hearing no further comments, the Chair called for a vote on the motion to approve faculty tenure and promotion as recommended by the Provost All present voted in the affirmative; the motion was approved.

The President reminded the Board that the next meeting will begin on Thursday, June 12 at 4 p.m.

The meeting was adjourned at 5:36 p.m.



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Linda Schactler, Secretary to the  
Board of Trustees  
Central Washington University



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Sid Morrison, Chair  
Board of Trustees  
Central Washington University